Clinical Research Nurse and Midwife’s (CRN/M): A key workforce at the centre of clinical research delivery

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• Large growth of research nurse workforce within the NHS over the last 15 years in response to the development of a national infrastructure.

• Now present within most NHS Trusts across UK.

• Sporadic workforce publications so minimal knowledge available as to the size and structure.

• Individual groups have developed which encompass parts of the workforce including the UKCRF and a national group of Lead research nurses.
Local context

- Similar picture at GSTFT
- Growing research nurse workforce
- Large amount funded by NIHR and managed via R &D department
- Many roles funded by other sources such as commercial income and research grants
- Research nurses present across all directorates with a mixture of research teams and some individual research nurse posts
Research Nurse Audit (2011)

- Audit carried out October 2011
- Questionnaire sent to all Research Nurses
- Employed by GSTT or KCL
- Workforce size = 121 post holders

<table>
<thead>
<tr>
<th>Band 5</th>
<th>Band 6</th>
<th>Band 7</th>
<th>Band 8a</th>
<th>Band 8b</th>
<th>Band 8c</th>
<th>NK</th>
<th>KCL 5</th>
<th>KCL 6</th>
<th>KCL 7</th>
<th>KCL NK</th>
</tr>
</thead>
<tbody>
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- Band 6 = 32% (38/121)
- Band 7 = 49% (59/121)
- Band 8a = 6.5% (8/121)
- KCL appointed = 9% (11/121)
## Rationale for 2016 audit

<table>
<thead>
<tr>
<th>Year</th>
<th>Interventional studies</th>
<th>Observational studies</th>
<th>Interven. recruitment</th>
<th>Observational recruitment</th>
<th>Total recruitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010/11</td>
<td>136</td>
<td>92</td>
<td>2083</td>
<td>3720</td>
<td>5803</td>
</tr>
<tr>
<td>2011/12</td>
<td>165</td>
<td>147</td>
<td>3021</td>
<td>5884</td>
<td>8905</td>
</tr>
<tr>
<td>2012/13</td>
<td>186</td>
<td>189</td>
<td>3644</td>
<td>10,140</td>
<td>13,784</td>
</tr>
<tr>
<td>2013/14</td>
<td>209</td>
<td>213</td>
<td>3989</td>
<td>9711</td>
<td>13,700</td>
</tr>
<tr>
<td>2014/15</td>
<td>228</td>
<td>231</td>
<td>6395</td>
<td>16,792</td>
<td>23,187</td>
</tr>
<tr>
<td>2015/16</td>
<td>236</td>
<td>258</td>
<td>13,220</td>
<td>14,593</td>
<td>28,307</td>
</tr>
</tbody>
</table>
Research Objectives

1. Quantify the size of the workforce
2. Identify working patterns & management structures
3. Explore core elements of the role
4. Review qualifications & identify training needs
5. Understand the caseload of research nurses & midwives
6. Raise the profile of the workforce locally and nationally
Methodology

Development of a novel survey tool
• Scoping email to other NHS sites
• Novel survey tool developed with open and closed questions
• Tool refined with pilot work

Research design & data collection
• Total population sampled
• Electronic format
• Administered over 5 week period during 2016
**Results: Sample characteristics**

<table>
<thead>
<tr>
<th>Total Number of Participants</th>
<th>$N$</th>
<th>$%$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role title</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research Nurse</td>
<td>85</td>
<td>72%</td>
</tr>
<tr>
<td>Research Midwife</td>
<td>8</td>
<td>7%</td>
</tr>
<tr>
<td>Research Matron</td>
<td>10</td>
<td>8%</td>
</tr>
<tr>
<td>Other (all nurses)</td>
<td>7</td>
<td>6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Length of time in current role</th>
<th>$N$</th>
<th>$%$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>36</td>
<td>31%</td>
</tr>
<tr>
<td>&gt;1 - 3 years</td>
<td>41</td>
<td>35%</td>
</tr>
<tr>
<td>&gt;3 - 5 years</td>
<td>21</td>
<td>18%</td>
</tr>
<tr>
<td>&gt; 5 years</td>
<td>19</td>
<td>16%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>$N$</th>
<th>$%$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing or Midwifery Diploma (Inclu Post Grad)</td>
<td>52</td>
<td>44%</td>
</tr>
<tr>
<td>Nursing or Midwifery Degree</td>
<td>69</td>
<td>60%</td>
</tr>
<tr>
<td>Masters</td>
<td>22</td>
<td>19%</td>
</tr>
<tr>
<td>PhD</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>BSc/ MSc- Non-nursing</td>
<td>8</td>
<td>7%</td>
</tr>
</tbody>
</table>

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### Results: Non-responders

Response rate: 83% (118/143)

<table>
<thead>
<tr>
<th>Reason for non-response</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sick leave</td>
<td>3</td>
</tr>
<tr>
<td>Maternity</td>
<td>5</td>
</tr>
<tr>
<td>Not completed</td>
<td>17</td>
</tr>
</tbody>
</table>
Results: Clinical areas

- Haemophilia
- Infection
- Pain Management
- Acute Medicine
- Gastroenterology (IBD)
- Critical Care
- Lupus Unit
- Flexible Workforce
- Paediatric
- Paediatric Intensive Care
- Neonatal Unit
- HIV
- Renal
- Haemostasis
- Plastic Surgery
- Clinical Research Facility
- Dermatology
- Respiratory Department
- Imaging
- Ear, Nose & Throat
- Oncology and Haematology
- Diabetes and Endocrine
- Paediatric Allergy
- Clinical Genetics
- Women’s Health
- NIHR Bioresource
- Twin Research and Genetic Epidemiology
- Clinical Research Network
- Cardiac Research Network
- Newborn Imaging Centre
- Rheumatology
- Primary Care
- Urology
Results: Locations

- Outpatient Clinic room-allocated on the day
- Clinical inpatient area
- Clinical Research Facility
- Clinical day patient area
- Outpatient Clinic room- allocated for research only
- Patient home
- Other
- GP surgery
- Outpatient clinic- no room allocated
Results: Study types

- Registry/ data only studies
- Observational research studies
- Interventional studies
- Phase 1/ First in man studies

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Results: Research delivery roles
Results: Research management roles

- Managing research staff
- Liaising with support Dpts
- Feasibility
- R&D approval documentation
- Site suitability review
- Negotiating budgets
- Writing SOPs
- Ethics application
- Designing Case Report Forms
- Protocol design
- Grant applications
- MHRA application
- Attending RECs

Never	Occasionally (e.g. once a month or less)	Sometimes (2-3 times month)	At least weekly

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Results: Academic profile of workforce (current)

- BSc/ MSc non-nursing
- Doctorate
- PhD
- Masters
- Midwifery Degree
- Nursing Degree
- Midwifery Diploma
- Nursing Diploma/ Post Grad. Diploma in nursing

0.00% 10.00% 20.00% 30.00% 40.00% 50.00%
Results: Academic profile of workforce (In progress)

- Leadership programme
- Level 7 module
- Level 6 module
- Doctorate
- PhD
- Degree (eg BSc)
- Masters
Results: Appraisal & line management

Research Matron
Other
Research Nurse
Nursing Manager./ Matron/HON (not research)
Non-clinical manager
Clinical Nurse
Deputy Chief Nurse
Research Midwife
Doctor
Midwifery Manager/ Matron (not research)
Clinical Midwife
Results: Nurse or midwife-led research

1. Delivering the research study

- Yes: 19.1%
- No: 80.9%

2. Principal Investigator for the study

- Yes: 4.0%
- No: 96.0%
Conclusion

• GSTT & ECH has a large Clinical Research Nurse / Midwife workforce dispersed across numerous clinical areas.

• The workforce has grown in size by 19% over a 5 year period. Much of this appears to be with the development of further Band 6 roles.

• The workforce undertakes a variety of patient facing roles across all areas of research with the major components being patient screening, providing study information, data collection and patient education.

• Almost three quarters of the workforce have a first degree or are working towards this.

• This audit has provided a comprehensive summary of the workforce-additional work is required to better understand the research case load, competing clinical demands and to identify the burden of patient follow up.
Implications for Practice and further research

• Important tool to raise the profile of our Research Nurses & midwifes as a key workforce at the centre of our research delivery success

• Reflects local progress in establishing infrastructure including Generic job descriptions/permanent contracts review

• The Research Nurse workforce is well placed to conduct & support nurse-led research

• Identified a requirement to understand the research practitioner workforce and identify the core difference in role from nurses & midwifes

• Explore the breadth, difference and complexity of the RN/M role through time & motion study and qualitative interview
Study Limitations

- Results reflect self reported opinion rather than fact
- Validity: Snapshot in time in one Central London hospital with limited availability of other workforce surveys to compare
- Fluid and growing workforce which is always changing
- The survey tool is novel and still under development
We would like to thank the Research Nurse and Midwife workforce who kindly took time to participate in this survey.
Any Questions?